



Hearing in this matter held at PELRB office, July 6, 1989.

AFSCME opening statement "The Town is trying to gain something by creating this new position that they had been unsuccessful in getting by negotiating the position out of the bargaining unit.

The Town by its representative Gary Wulf stated the Town had upgraded the position with much greater responsibility than that required of the bookkeeper position.

Testimony was offered by several witnesses as to the duties involved in the position of bookkeeper and attempts made during negotiations to exclude the position from the bargaining unit.

At this point the parties stipulated that the position of bookkeeper was still considered to be a position in the unit although unfilled at the time of hearing.

Job specifications were presented for both positions in question.

Town Treasurer Charlene Frances Takesian, testified as to the treasurer's duties and the relationship of the bookkeeper and the Town accountant position to the treasurer's office. The specific duties and requirements of the Town accountant position description were discussed at length along with the advertisement for the position as being professional and required an experienced accountant and the fact that the position is salaried whereas other support staff bargaining unit positions are hourly employees.

#### FINDINGS

After considering the exhibits and oral testimony offered we make the following findings.

1. The parties had attempted to negotiate the bookkeeper position out of the bargaining unit at the table without resolution.
2. The parties stipulate that the bookkeeper position is still part of the support staff bargaining unit and will remain so.
3. A new position was created by the Town titled "Town Accountant" and considered it excluded from the bargaining unit on the basis of its professional and managerial requirements. Evidence and testimony at the hearing did not support this conclusion. As many of the bookkeeper position duties are included in the job description of Town Accountant.
4. The Town admits that many of the duties of the bookkeeper are incorporated in the new position of Town Accountant.
5. The lines of supervision are similar for both positions.

ORDER

The position of Town Accountant is included in the support staff bargaining unit and the unit is hereby modified to reflect this decision.

Signed this 19th day of April, 1990.

  
EDWARD J. BASELTINE, Chairman

By unanimous vote. Chairman Edward J. Haseltine presiding. Members Daniel Toomey and Seymour Osman present and voting. Also present, Executive Director Evelyn C. LeBrun.